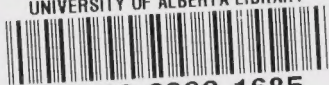


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WAGE AGREEMENT

UNITED MINE WORKERS OF AMERICA

District No: 18.

&

CANMORE LOCAL UNION No. 7297

&

THE CANMORE MINES LIMITED.

EFFECTIVE JULY 3rd 1969

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AGREEMENT

AGREEMENT entered into between:

UNITED MINE WORKERS OF AMERICA, DISTRICT No. 18

and

CANMORE LOCAL UNION No. 7297

of the First Part,

and

THE CANMORE MINES LIMITED

of the Second Part,

IT IS HEREBY MUTUALLY UNDERSTOOD AND AGREED that in consideration of their mutual covenants herein contained, the parties hereto do enter into a new Agreement for a period of three years and nine months commencing July 3rd, 1969, which will supersede any and all previous agreements between the parties.

THIS AGREEMENT shall be deemed to be a collective Agreement and will continue all the terms, provisions, and conditions of the Agreement entered into between the parties as of July 3rd, 1967, subject only to the following terms and amendments which have been mutually agreed upon by the parties hereto.

1. TERM OF AGREEMENT

Three years and nine months from July 3rd, 1969 to March 31st, 1973.

2. WAGES

The wages for the various classifications shall be set out in Schedule "A" Attached.

3. PAID HOLIDAYS

Paragraph 1 is hereby amended by adding Boxing Day effective 1969 to the list of Paid Holidays.

Subsection (d) is amended by adding the following:

".....holiday, unless:

(i) an absence on one or both of such shifts is because of a death in the immediate family, (mother, mother-in-law, father, father-in-law, children, brother, brother-in-law, sister, sister-in-law,);

Similarly, short shifts worked on the above mentioned days because of an injury incurred on the job and certified to by a company official, or hospitalization resulting from

sickness, will not disqualify an employee from earning a Paid Holiday."

4. MEDICAL SERVICES

The Medical Services Clause, Page 29 of the printed agreement, is hereby amended to read:

"The Company agrees to pay 50% of the actual premium cost effective July 3rd, 1969, and 75% of the premium cost effective April 1st, 1971, for all employees covered by this agreement."

5. ALBERTA BLUE CROSS PLAN

The Company agrees to pay 50% of the actual premium cost effective July 3rd, 1969, and 75% of the premium cost effective April 1st, 1971, for all employees covered by this Agreement.

6. GROUP INSURANCE

The present clause, Page 29 of the printed agreement, is hereby amended to read:

"The Company agrees to contribute on a 50-50 basis with its employees effective July 3rd, 1969 to the cost of Group Life and Indemnity Insurance for the benefit of the employees providing for \$3,500.00 Life Insurance and \$60.00 per week Indemnity for the accident off the job or sickness for each employee who is a member of the United Mine Workers."

Other conditions in regard to the Group Insurance contract to remain as at present.

7. VACATIONS WITH PAY

The existing Holidays with Pay Clause, Pages 23 to 27 of the July 3rd, 1967 printed agreement is hereby deleted and the following substituted therefor:

VACATIONS WITH PAY

1. For the purpose of this section the vacation year shall be the nine month period from July 3rd, 1969 to March 31st 1970, and thereafter the twelve month period from April 1st to the following March 31st in each contract year.

2. To be eligible for a vacation in any vacation year, the employee must:

- (a) Have had one year's continuous service with the company;
- (b) Have worked 90% of the days of his regular working days at the mine of his employer.

N.B. Those employees working less than 90% of their regular working days shall receive vacation pay on a pro rata basis.

3. Continuous service shall date from whichever of the following dates is the later:

- (a) The date of first employment at the mine;
- (b) The subsequent date of employment following a break in continuous service.

LENGTH OF VACATION

1. An eligible employee shall receive a vacation of:

- (a) Effective July 3rd, 1969;

1 year through 8 years	2 weeks	12 days pay
9 years through 19 years	3 weeks	15 days pay
20 years and over	3 weeks	18 days pay

- (b) Effective April 1st, 1971:

Eligible employees with 20 years or more service shall receive 3 weeks vacation with 20 days pay.

The holiday rates of pay for all employees shall be the normal basic daily rates of pay for the classifications in which they were employed during the year in which the holidays were earned.

When changing vacation periods as set forth above, the extra benefits are applicable in the year following the employees anniversary.

2. A two week vacation shall consist of fourteen (14) consecutive days, and a three week vacation shall consist of twenty-one (21) consecutive days.

Under normal circumstances the employee will be entitled to take all of his vacation in one unbroken period. However, in the event the orderly operation of the mine or plants require or permit, the three week vacation may be scheduled in two periods of seven and fourteen consecutive days.

Holidays falling within the vacation period shall be considered as vacation days.

8. SHIFT DIFFERENTIAL

The present Clause which appears on Page 48 of the July 3rd, 1967 agreement is hereby deleted and the following provision substituted therefor:

"For hours worked on afternoon and night shifts, premium rates shall be paid as follows:

Effective July 3rd, 1969 to March 31st, 1970:

Afternoon Shift 5¢ per hour

Night Shift 8¢ per hour

Effective April 1st, 1970 to March 31st, 1973:

Afternoon Shift 7¢ per hour

Night Shift 11¢ per hour

Shift differentials will not apply where time and one half is being paid for time worked in excess of eight hours.

9. WELDERS PROTECTIVE CLOTHING

The proper apron and/ or shirt will be available for welders to check out of the warehouse when such apparel is required to ensure their safety and well being while performing their jobs.

10. APPRENTICES

Apprentices will receive the full amount of any general wage increase regardless of the year of apprenticeship.

11. SENIORITY

The following new clause is added to the agreement:

SENIORITY

Seniority shall be determined on the basis of length of continuous service with the employer and shall commence thirty (30) days after the date of employment, but when commenced shall date from the date of employment. In the event of a reduction in the working force during this period the last man hired will be the first man laid off.

12. NEW CLASSIFICATIONS:

The following new clause is to be added to the Agreement:

NEW CLASSIFICATIONS

When the Employer establishes a new job classification, he will establish a temporary rate for such classification and notify the Union in writing. If the Union disagrees with the rate the proper Union Representative will advise the Employer in writing within thirty (30) days from date of notification requesting negotiation.

If agreement of the parties cannot be reached, the issue is then subject to the Settlement of Disputes procedure. Any adjustment agreed to will be retroactive for the hours worked on the job.

13. LOCAL CONDITIONS

(a) CONVEYOR PANS

Effective July 3rd, 1969, the payment for installing conveyor pans will be increased from \$1.00 to \$1.50 per pan.

(b) Such matters as the upward adjustment in the Outside Motor-man's Rate, House Rents, the price of House Coal and delivery costs will be finalized at the local level.

The parties to this agreement, which is subject to ratification by the membership of CANMORE LOCAL UNION No. 7297, will meet in joint conference ninety (90) days prior to its expiry date to discuss a renewal thereof.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands at Calgary Alberta this 1st day of October A.D. 1969.

SIGNED on behalf of:

DISTRICT #18, UNITED MINE WORKERS
OF AMERICA.

M.P. Susnar
D. McDonald
S. Grocutt

SIGNED on behalf of:

THE CANMORE MINES LIMITED.

W.J. Riba

CANMORE LOCAL UNION #7297

T.E. FISHER
C.T. GILLIES

WITNESS TO ABOVE SIGNATURES

M.D. Flynn

WITNESS TO ABOVE SIGNATURES

M.D. Flynn

SCHEDULE "A"

THE CANMORE MINES LIMITEDINSIDE DAY WAGE RATES.

	July 3/68- July 2/69- Present	Apr 1/69- Dec 31/69	Jan1/70- Mar 31/70	Apr 1/70- Mar 31/71	Apr 1/71- Mar 31/72	Apr 1/72 Mar 31/73
Utility Man	\$23.75	\$25.25	\$25.75	\$26.95	\$28.87	\$30.71
Rock Miner	21.75	23.25	23.75	24.95	26.87	28.71
Miner	21.27	22.77	23.27	24.47	26.39	28.23
Shotlighter	21.27	22.77	23.27	24.47	26.39	28.23
Bratticeman	21.27	22.77	23.27	24.47	26.39	28.23
Timberman	21.27	22.77	23.27	24.47	26.39	28.23
Tracklayer	21.27	22.77	23.27	24.47	26.39	28.23
Timber Handler	20.95	22.45	22.95	24.15	26.07	27.91
Hoistman	20.89	22.39	22.89	24.09	26.01	27.85
Motorman	20.89	22.39	22.89	24.09	26.01	27.85
Driver	20.89	22.39	22.89	24.09	26.01	27.85
Rope Rider	20.89	22.39	22.89	24.09	26.01	27.85
Locomotive Engineer	20.88	22.38	22.88	24.08	26.00	27.84
Bratticeman's Helper	20.60	22.10	22.60	23.80	25.72	27.56
Timberman's Helper	20.60	22.10	22.60	23.80	25.72	27.56
Tracklayers Helper	20.60	22.10	22.60	23.80	25.72	27.56
Motorman's helper	20.60	22.10	22.60	23.80	25.72	27.56
Pipe Fitter's Helper	20.60	22.10	22.60	23.80	25.72	27.56
Locomotive Switchman	20.60	22.10	22.60	23.80	25.72	27.56
Cagers, Slope and Incline	20.60	22.10	22.60	23.80	25.72	27.56
Pumpman	20.60	22.10	22.60	23.80	25.72	27.56
All Other Labour Unclassified	20.60	22.10	22.60	23.80	25.72	27.56
Boys to 18 years	19.34	20.84	21.34	22.54	24.46	26.30
Boys Over 18 Years	Man's Rate					

DUCKBILL3- Man Crew

Machine Runner (in charge of place)	22.79	24.29	24.79	25.99	27.91	29.75
Duckbill Operators	22.39	23.89	24.39	25.59	27.51	29.35
Faceman	21.99	23.49	23.99	25.19	27.11	28.95

4- Man Crew

As above with the addition of a Second Faceman.	21.99	23.49	23.99	25.19	27.11	28.95
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CONTINUOUS MINER

Operator with Miner's Certificate.	24.78	27.26	27.76	28.96	30.88	32.72
Second Operator with same qualifications	24.78	27.26	27.76	28.96	30.88	32.72

Faceman, Roof Bolter or Roof Driller qualified to take charge of a working place.	23.75	25.26	25.76	26.96	28.88	30.72
Electrician with Class 1 certificate		25.26	25.76	26.96	28.88	30.72
Electrician with Class 2 certificate		23.58	24.08	25.28	27.20	29.04
Mechanic with Class 1 Machinist or Millwright's Certificate	23.75	25.26	25.76	26.96	28.88	30.72
Mechanic with Class 2 certificate		23.58	24.08	25.28	27.20	29.04
Shuttle Car Operators	23.75	25.25	25.75	26.95	28.87	30.71

It is understood and agreed that the above rates apply only to Continuous Miner Crew Members whose duties require their work to be intermingled.

It is understood and agreed that for the purpose of ensuring the fullest possible operation of the "Miner" during each shift and so that a relief man will always be available to take over its operation, two crew members who hold Miner's Certificates and who are fully qualified and able to operate the "Miner" will be paid the Operator's Rate. The relief Operator may be either the crew Mechanic or one of the Facemen, as designated by the Management.

MOBILE LOADER

Mobile Loader (Gathering Arm Type) Operator.	23.04	24.54	25.04	26.24	28.16	30.00
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OUTSIDE DAY WAGE SCHEDULE

Power House Engineer						
2nd Class	22.18	23.68	24.18	25.38	27.30	29.14
3rd Class	21.68	23.18	23.68	24.88	26.80	28.64
4th Class	21.18	22.68	23.18	24.38	26.30	28.14
Caterpillar Driver	21.49	22.99	23.49	24.69	26.61	28.45
Hoisting Engineer (Electric Hoist)	21.43	22.93	23.43	24.63	26.55	28.39
Electrician- 1st Class	21.37	22.87	23.37	24.57	26.49	28.33
2nd Class	20.88	22.38	22.88	24.08	26.00	27.84
Air Table Operator	21.37	22.87	23.37	24.57	26.49	28.33
Blacksmith	21.37	22.87	23.37	24.57	26.49	28.33
Carpenter	21.37	22.87	23.37	24.57	26.49	28.33
Machinist	21.00	22.50	23.00	24.20	26.12	27.96
	21.37	22.87	23.37	24.57	26.49	28.33
Welders- Acetylene & Electric						
1st Class	21.37	22.87	23.37	24.57	26.49	28.33
2nd Class	20.88	22.38	22.88	24.08	26.00	27.84
Washery Operator	21.00	22.50	23.00	24.20	26.12	27.96

Picking Operator	21.00	22.50	23.00	24.20	26.12	27.96
Box Car Loader Engineer	21.00	22.50	23.00	24.20	26.12	27.96
Car Repairer	21.00	22.50	23.00	24.20	26.12	27.96
Hoistman	20.89	22.39	22.89	24.09	26.01	27.85
Motorman	20.89	22.39	22.89	24.09	26.01	27.85
Fireman	20.77	22.27	22.77	23.97	25.89	27.73
Blacksmith's Helper	20.77	22.27	22.77	23.97	25.89	27.73
Carpenter's Helper	20.77	22.27	22.77	23.97	25.89	27.73
Car Repairer's Helper	20.77	22.27	22.77	23.97	25.89	27.73
Machinist's Helper	20.77	22.27	22.77	23.97	25.89	27.73
Tipple Dumper	20.77	22.27	22.77	23.97	25.89	27.73
Breaker Picker Boss	20.77	22.27	22.77	23.97	25.89	27.73
Switchman	20.60	22.10	22.60	23.80	25.72	27.56
Lampman	20.44	21.94	22.44	23.64	25.56	27.40
All Other Labour Unclassified.	20.39	21.89	22.39	23.59	25.51	27.35
Boys to 18 years	18.79	20.29	20.79	21.99	23.91	25.75
Boys Over 18 years	Man's Rate					

BRIQUETTE PLANT MEN

Pressman	21.05	22.55	23.05	24.25	26.17	28.01
Mixer	21.05	22.55	23.05	24.25	26.17	28.01
Box Car Loader Man	21.00	22.50	23.00	24.20	26.12	27.96
Box Car Loader Helper	20.39	21.89	22.39	23.59	25.51	27.35
Oiler	20.39	21.89	22.39	23.59	25.51	27.35
All Other Labour Unclassified	20.39	21.89	22.39	23.59	25.51	27.35

CARBONIZING PLANT MEN+

Carbonizing Plant Operator	21.37	22.87	23.37	24.57	26.49	28.33
Carbonizing Plant Helper	20.77	22.27	22.77	23.97	25.89	27.73

DAY WAGE RATES-STRIP MINES

Caterpillar Operators (The above rates to cover all Caterpillar Operators regardless of the attachment used).	21.49	22.99	23.49	24.69	26.61	28.45
Shovel Operators (The above rates to apply for all Shovel attachments).	23.12	24.62	25.12	26.32	28.24	30.08
Drillers	20.96	22.46	22.96	24.16	26.08	27.92
Driller's Helpers	20.39	21.89	22.39	23.59	25.51	27.35
Truck Drivers, including Euclid Drivers	20.88	22.38	22.88	24.08	26.00	27.84
Oilers	20.39	21.89	22.39	23.59	25.51	27.35
Mechanics 1st Class	21.37	22.87	23.37	24.57	26.49	28.33

THE CANMORE MINES LIMITED...cont'd.

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Mechanics 2nd Class	20.88	22.38	22.88	24.08	26.00	27.84
Common Labour	20.39	21.89	22.39	23.59	25.51	27.35

CONTRACT RATES

THERE SHALL BE ADDED TO THE EARNINGS OF CONTRACT
MINERS AT THE APPLICABLE CONTRACT RATES AN AMOUNT OF:

(\$16.99- Apr 1/69)	(\$17.49- Jan 1/70)	(\$18.69-Apr 1/70)
(\$20.61- Apr 1/71)	(\$22.45- Apr 1/72)	

MEMO

